



To The 98th Division:

In order to insure that the wide variety of missions assigned to the units of the 98th Division (Tng) are accomplished in as efficient and expeditious a manner as possible, it is vital that we strive to insure that each Division member is given the opportunity for personal and professional growth based solely on ability and potential.

It has been a long standing policy of the 98th Division (Tng) that there will be no discrimination against military or civilian personnel because of race, sex, or national origin. Our leadership, at all levels, must diligently pursue the action necessary to insure that we have a Division that is comprised of capable, motivated and disciplined soldiers who are encouraged to develop and use their talents to the fullest.

In order to accomplish this objective, our goals in the area should first be the positive creation of an atmosphere of racial harmony, not simply avoidance of racial disorders, and second, a positive emphasis on the women in the Army as an integral, essential and equal part of the force.

The 98th Division (Tng) Affirmative Action Plan (AAP), dated May 1979 clearly states the Division's policy with regard to Affirmative Action to achieve Equal Opportunity throughout the Division. We can be justifiably proud of our organizational climate only if it allows talent, ability and initiative to flourish through fair, equitable and just policy and practices. Close adherence to the policy outlined in the Affirmative Action Plan will assist us in meeting the challenges we face daily in this vital area.

CHARLES D. BARRETT
Brig Gen, USA
Commanding

TRADOC Orders Changes In Trainee Treatment

"OK, trainee, get over here." "Yes, Drill Sergeant!" These and many other "techniques for training recruits" became echoes of the past recently when TRADOC issued a directive outlining the future treatment of receptees and trainees.

In part the directive states, "Receptees and trainees are soldiers. They are soldiers from the moment that they take the oath of enlistment. Receptees and trainees will be treated as soldiers and as adult individuals, with the same dignity accorded all soldiers. The forms of address "Drill Sergeant" and "Trainee" are out. Drill Sergeants will now be called "Sergeant" or Sergeant followed by their last name. Trainees will be addressed as Soldier, Private or by their last name."

The changes will be apparent from the moment a new enlistee reports to the reception center (RECSTA). Shock type treatment will no longer be used by RECSTA cadre. This will include

such practices as making trainees stand at a brace, running on or off buses with luggage and other forms of harassment. Another casualty of the new rule is the "buzz" or "skinhead" haircut. Haircut standards in training centers will be the same as the regular army standards. Trainees will be allowed to wear mustaches in accordance with current army regulations.

TRADOC states that the philosophy underlying these and other recent changes is to train soldiers by building their strengths and by shoring up their weaknesses, not to tear them down and build them up again. They further assert that they will insist on high standards of performance and they will assist the soldiers in attaining these standards.

The changes were ordered by the TRADOC commander based on recommendations from an ongoing committee of the nine army training center commanders as a result of an eight month review of entry training.



Sexism: Our Language Gives Us Away

By Dennis Crowley
Race Relations Equal Opportunity Officer

To most men it's usually humorous, and to some women it really doesn't make that much difference; however, to a significant number of women in the Army, and our commanding general, any specific reference in sexist terminology, such as, "Men, pay attention..." or, "You men will be required to..." appears ignorant at best and flippant and/or cruel at its worst.

We may have progressed in our attitudes toward an understanding of many minority groups; however, your consideration given to the feelings of females both within and outside the Reserve setting still remains awkward and uncertain. This unfortunate fact is most evident in our formal writing and conversations.

In an attempt to point out some of the pitfalls to avoid and to suggest positive statements, the following commonly spoken and written cliches are presented together with the more appropriate word or phrase which should be utilized. Occupational terms ending in man should be replaced whenever possible by terms that can include members of either sex unless they refer to a specific individual.

DON'T USE: Congressman — USE: Member of congress; representative.

DON'T USE: Businessman — USE: Business executive; business manager.

DON'T USE: Fireman — USE: Fire fighter

DON'T USE: Mailman — USE: Mail carrier; letter carrier.

DON'T USE: Salesman — USE: Sales representative; sales person; sales clerk.

DON'T USE: Enlisted man/men — USE: Enlisted person/personnel.

In descriptions of women, a patronizing or girl-watching tone should be avoided, as should sexual innuendoes, jokes and puns. Some examples (if in fact any are really needed) could include: focusing on physical appearance - "a buxom blonde"; using special female gender word forms - poetess, aviatrix, usherette; treating women as sex objects or portraying the typical woman as weak, helpless or hysterical; making women figures of fun or objects of scorn and treating their issues as humorous or unimportant. Examples of stereotypes to be avoided: scatterbrained female; fragile flower, goddess on a pedestal, catty gossip, henpecking shrew, apron-wearing mother, frustrated spinster, lady-like little girl.

Some may feel that the points and issues raised here are unnecessary and merely reflect an unrealistic oversensitivity. However, if one equates the feelings of women as a true minority to the perceptions of other minorities when more traditional derogatory terms are used, perhaps it may become a little easier to appreciate the concern.

If we are to insure that our individual and collective goals as Reservists are accomplished it is essential that each individual be given the opportunity for personal and professional growth and recognition based on potential without regard to race, religion, sex, or natural origin. Anything that we can do to improve the flow of intelligent and clear communication among individuals and/or to break down any unnecessary or artificial barriers will only serve to insure that this goal is reached.



BG Charles Barrett congratulates CSM Maurice Taillie upon the Award of the Meritorious Service Medal at his retirement ceremony at Fort Leonard Wood, Missouri.

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FHA GUARANTEED LOANS FOR RC MEMBERS

Eligible members of the National Guard and U.S. Army Reserve can get Federal Housing Administration (FHA) guaranteed loans with lower than normal down payments.

To qualify for a loan, you must have performed 90 days continuous active duty for training. To apply, get a "request for Certificate of Veterans Status" (VA Form 26-8261) from your local Veterans Administration office. Once the certificate is obtained, and a suitable property selected, you can apply through an FHA-approved lender.

The maximum insurable FHA loan mortgage amount is \$60,000. Here are the specifics:

* No down payment for the first

\$25,000 of value and closing costs, or \$25,000 plus prepaid expenses less \$200, whichever is less.

* Only 5% down payment for the property value in excess of \$25,000 up to a maximum mortgage amount of \$60,000.

Examples of Required Down Payments for FHA Loans

Size of Loan	ARNG/ USAR	Civilian
\$25,000	0	\$ 750
\$35,000	\$ 500	\$1,250
\$60,000	\$1,750	\$2,500

VA Pamphlet 26-4 contains detailed information on FHA and VA loans. It can be requested from your local VA office. (FORSCOM B-34)

Roberts Appointed Division Command Sergeant Major

Command Sergeant Major Robert C. Roberts was appointed as 98th Division Command Sergeant Major on July 1, 1979.

Roberts recently served as Command Sergeant Major of the Third Brigade in Ithaca, New York. He was briefed by the Division staff and the outgoing Division Command Sergeant Major, Eugene C. Porter. Command Sergeant Major Roberts is a veteran of 26 years service. He is married and has four children.



New Department Of Defense Identification Cards

A new Department of Defense directive is bringing changes in procedure and look to the Reserve Component and Retired status ID card forms.

The new Reserve Component ID card will remain red in color, but will include the Geneva Convention Category of the individual now found on the green Active Army card. This will facilitate mobilization in case of national emergency.

Retiree ID cards may now be renewed at any military installation regardless of branch of service and will be blue instead of the traditional grey in color.

The old ID cards for these categories remain valid until they require replacement because of expiration, loss or change of status. A revised Army Regulation 606-5 contains the details of the changes and will reach the field late this fall. (AR News)

New Men's Shirt Appears In The Field

By Marcia C. Kaurene

The wear policy for the Army gray-green shirt has been published and is being distributed to the field.

The short sleeved and long sleeved service shirt may be worn as an outer garment with the Army green uniform trousers, in accordance with the change in AR-670-1, Wear and Appearance of Army uniforms and insignia.

The long sleeved shirt must be worn with the black, four-in-hand necktie. The short sleeved shirt may be worn with or without the black necktie when worn as an outer garment. However, it must be worn with the black necktie when the Army green uniform coat is worn.

The officers' insignia of grade will be worn on the shirt shoulder loops using the new green cloth shoulder marks. Enlisted polished pin-on insignia of grade will be centered on both collars with the center line of the insignia bisecting the points of the collar. They will be pinned on so that the base of the insignia is one inch from the collar point. The insignia's position will



remain the same whether the black tie is worn or not.

The only accessory allowed on the new shirt will be the name plate. It will be worn on the flap of the right breast pocket. However, Chaplains will wear their branch insignia over their left breast pocket, and military police will wear their MP badges attached to a leather fob on the left breast pocket button. The new shirt was designed to allow soldiers maximum comfort, versatility and simplicity. To obtain these characteristics, the shirt is made of a very light weight and the loosely woven material cannot adequately support decorations, awards, badges and other accessories without ultimately damaging the shirt beyond repair.

Army Approves New Look In Women's Uniforms

In order to more closely align women soldiers' uniforms with men's, while significantly reducing the cost of the clothing bag, the Chief of Staff recently approved several uniform changes for women soldiers. These new items include a new green uniform ensemble, maternity uniforms, a black windbreaker and warmer gloves.

The new green uniform ensemble will be the classic design and will consist of slacks, jacket and skirt. The jacket will be interchangeable with the slacks and the skirt. This uniform will eventually replace the current army green uniform, the mint green uniform, the pant suit and the cord uniform. A wash and wear fabric has been developed to save dry cleaning costs to the soldier. Non-shrink trouser braid for officer's uniforms will also be developed.

A gray-green overblouse, similar to the new men's shirt, will also be adopted. It will come in short sleeves or long sleeves, without pockets, and can be worn tucked in or out of the skirt or slacks.

An ascot necktie was considered, however, a black neck tab was selected to wear with the overblouse. The green turtleneck tunic now being issued will be discontinued sometime in 1981. It will however, continue to be sold in the PX as an optional item.

A black windbreaker will also be sold in the PX as an optional item. This item is similar to the hip-length green windbreaker currently being worn by men soldiers. The black windbreaker will ultimately replace the men's green windbreaker.

Women will receive as issue, navy black leather gloves which have been found to be warmer and more comfortable than the black dress gloves women soldiers now wear.

The changes to the women soldiers' uniforms will take time. Soldiers can generally expect new uniform items to become available at the PX 12 to 15 months after they are approved for wear. They will be available in the Clothing Sales Stores in about 2 to 2½ years after approval.

USAR Center Construction Progress

Steady progress is being made in updating the facilities of the Division.

ROCHESTER

The three story addition to the Wadsworth Center in Rochester is progressing on schedule. Funding to repair the water damaged roof on the existing building is expected soon.

AMHERST

The Amherst Center is progressing on schedule and includes a new addition and renovation of the existing building. Completion is scheduled for May 1980.

WAYLAND

The Wayland Center is 99% complete. However, dedication is expected late in the year.



CANTON

Construction contract has been awarded for the expansion and renovation of the Canton center. Ground-breaking is expected in November and completion anticipated one year later.

UTICA

The Utica center contract has also been awarded. Construction involving expansion and renovation is also expected to begin in November with completion planning for the spring of 1981.

BRIG GEN CHARLES D. BARRETT
Division Commander

CAPT LAURENCE W. FEASEL, Public Affairs Officer
1LT BRUCE A. TYO, Command Information Officer
CAPT LOUIS TRAMONTOZZI, Community Relations Officer
MSG. MICHAEL WALLACE, NCOIC
SGT DAVID L. GREENE, Editor
SP5 MARCIA KAURENE, Associate Editor
SFC ANTHONY P. DEBELLIS, Art Editor
SP5 ROBERT DAVIS, Journalist
SP4 CHARLOTTE SOLES, Journalist
SSG JOHN P. JUDGE, Photo-Journalist
SGT JOSEPH GIGLIO, Photo-Journalist
PVT DENNIS PONCZKOWSKI, Photo-Journalist
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The PIPELINE is an unofficial quarterly publication prepared and distributed by the Public Affairs Office of the 98th Division (TNG), United States Army Reserve, 515 Ridge Road, Webster, New York 14580. While the offset printed PIPELINE is authorized under AR306-81, views and opinions expressed within are not necessarily those of this command or Department of the Army.

the PIPELINE has a circulation of 7000 copies.





TRIMMING THE FAT

As the weight control program in the 98th Division gathers ever increasing momentum, commanders and individual soldiers are reminded of the serious ramifications of ignoring the army weight standards and the weight control program.

The 98th Division has set a goal of three pounds per month as the minimum weight loss for individuals placed on a weight control program. When an individual without a recognized medical problem fails to lose any weight or gains weight on the program, it is probably because of a lack of self discipline, or apathy.

Division soldiers who fail to make the standards will find administrative action taken against them. Enlisted men and women can have a Bar to Re-enlistment applied, lose promotions, receive adverse EER's, or finally be processed for discharge from the service. Officers may receive adverse OER's and can possibly be assigned involuntarily to the IRR.

How can a career minded soldier avoid loss of promotion or elimination from the service? Simple — Follow the program and make the limit. It is your personal responsibility. It will improve your health, your military performance, and maybe lengthen your life.

Proper Use Of Credit Cards Re-Emphasized

During the past year, some drivers assigned to divisional units have utilized their U.S. government credit cards to purchase fuel and other petroleum products for their vehicles at unauthorized service stations. This practice must cease immediately. Continued improper use of the credit cards could result in the driver paying for the purchase out of his/her own pocket and submitting a claim for reimbursement, which can be a long and frustrating process.

The credit cards should be utilized only at the following locations: Augs-burg Oil Corporation; Amoco Oil Company; Chevron Oil Company (Eastern Division); Exxon Oil Company; Getty Oil Company (Eastern Operations); Gulf Oil Company; Mobil Oil Corporation; Shell Oil Company; Sun Oil Company (SUNOCO); Texaco, Inc. and Pennzoil (Fleetwing).

USAR SCHOOLS 1979-80 PROGRAM

The 1151st, 1157th and 1159th USAR Schools have the following tentative programs for 79-80. Additions or deletions of courses may be made and are dependent on student enrollment. Unit commanders, training officers, or other interested personnel may contact the school supporting their area at the telephone number listed below.

1151st USAR School DeGlopper USARC Tonawanda, NY (716) 693-9147	1157th USAR School SGT Horace D. Bradt USARC Schepectady, NY (518) 374-5250	1159th USAR School Webster USARC Webster, NY (716) 671-2502
Command & General Staff College Ph 1,3,5	Command & General Staff College Ph 1,3,5	Command & General Staff College Ph 1,3,5
Branch Officer Advanced Course Ph 1 & 3A	Branch Officer Advanced Course Ph 1 & 3A	Branch Officer Advanced Course Ph 1 & 3A
Warrant Officer Senior Course Ph 1 & 3	Warrant Officer Senior Course Ph 1 & 3	
Primary NCO Course	Senior NCO Course	Senior NCO Course
Primary Leadership Course	Primary Leadership Course	Primary Leadership Course
NBC	NBC	NBC
Methods of Learning Course	Methods of Learning Course	Methods of Learning Course
MOS Courses 12B 36K 62F 64C 71L 76P 76W 76Y 94B	MOS Courses 12B 36K 36B 51B 71L 51N 76Y 51R R2B 55B 91B 62B 94F 62E 95B 62F	MOS Courses 12B 13F 63B 71L 76Y 94B

The following entry level MOS courses may be taught by the USAR Schools. A minimum of 10 students are required (waiverable to 5 for low density MOS) to start a course. Students from several units may be combined into a single class to obtain the minimum of 10 students.

03C, 05B, 05C, 11B, 11C, 12B, 12C, 13B, 13E, 16F, 16H, 16J, 17B, 17C, 17K, 19D, 19E, 19F, 19G, 19H, 19J, 31M, 31N, 31V, 36C, 36D, 36E, 36K, 41B, 41C, 41E, 45B, 45N, 45P, 51B, 51M, 51N, 52C, 52D, 54C, 54D, 54E, 55B, 57E, 57H, 61B, 61C, 62B, 62E, 62F, 62J, 63B, 63C, 63F, 63G, 63H, 63J, 64C, 71L, 71M, 71N, 71P, 71Q, 71R, 72E, 73C, 73D, 74D, 75B, 75C, 75D, 75E, 75Z, 76D, 76P, 76V, 76W, 76X, 76Y, 81B, 82B, 82C, 84B, 84F, 91B, 94B, 95B, 95C



COMMAND INFO CLIPS

By Bruce A. Tyo

Command Information Officer

PAO CHANGES

Capt. Laurence W. Feasel was appointed Public Affairs Officer, 98th Division, effective August 1st, replacing Maj. Michael T. Graves. For the past 15 months Feasel was Command Information Officer (CIO), with primary responsibility for the command newspaper, PIPELINE, historical activities and command speeches. In civilian life, Feasel is Associate Professor of Historical and Political Studies at Monroe Community College and a program coordinator for Urbanarium, Inc., in Rochester.

1st Lt. Bruce A. Tyo was appointed Command Information Officer (CIO), 98th Division in August. In civilian life, Tyo is a photographer and marketing publications coordinator at the Gleason Works in Rochester.

Capt. Louis R. Tramontozzi was appointed Community Officer (CRO) 98th Division on September 1st, replacing Capt. James E. Drumm. In civilian life, Tramontozzi is an engineering supervisor at Eastman Kodak Company's Kodak Park in Rochester.

LOI - RECRUITING AWARDS

On August 7, 1979, the 98th Division ORR sent a Letter of Instruction (LOI) to all elements of the command outlining the command's new Incentive Awards Program, designed to get qualified referrals.

The program is extremely easy to understand and follow. Awards include a Division commendation letter for 5 accessions; a DA Certificate of Achievement (10 accessions); Cross Pen/Pencil Set (20 accessions); Division plaque (25 accessions); American Eagle Glass/ Bucket Set (30 accessions) and the Army Commendation Medal (35 accessions). A descriptive brochure outlining the program was sent to the field in sufficient quantities for everyone to have a copy. Commanders are urged to push this excellent program to insure its success.

REDUCING COPIER COST

Unnecessary copies are being produced. In some cases, items reproduced are personal in nature. Copies are being reproduced where carbon could be utilized. It is everyone's job to reduce copying costs.

PAO HELP IS AVAILABLE

This office is pledged to provide you with technical advice and support to include the following: A stringer 'how to' pamphlet will be furnished to additional duty journalist upon request, the PAO-OCAR Community Publicity Kits will be sent you quarterly, as they are received. The PAO is staffed and ready to answer your questions Monday through Friday from 0900 to 1600 hours and Tuesday evenings.

RESERVE ENGINEER COURSES

Reserve Component Officers and NCOs are eligible for special weekend courses at the U.S. Army Engineer School, Fort Belvoir, Virginia. The school is conducting a series of 12 hour, weekend courses to train officers and NCOs who will conduct training at unit level. Applications should be forwarded on DA Form 1058, through command channels, but units should check with the school before processing applications. Call the Engineer School, Training Management Division, Autovon 354-3008 or commercial (703) 664-3008.

UNIFORM AND APPEARANCE

The military uniform, its condition and the way its worn by USAR members, says a great deal about the individual and the service he or she represents. Army Reservists represent themselves, their unit, their community, their component, the Army and their Country. When they dress in clean, well-fitting and properly worn uniforms, they demonstrate competence and pride in themselves and those they represent. Reserve duty may require soldiers to frequent public areas even though the fatigue uniform is the uniform of the day. However, that uniform should not be dirty, torn, ill-fitting or missing buttons, belts or headgear, and it should be neat and military. The impression made on passers-by who see Reservists improperly attired is disastrous, yet this occurs more frequently than most of us care to admit. In a time when we are all doing our best to convince the American public of the vital importance of the Army Reserve as an essential part of the total Army and our Nation's defense, sloppy uniforms, and sloppy enforcement of uniform regulations, do us all incalculable harm.



BC Charles D. Barrett, Division Commander, presents the 98th Division Tomahawk Award for distinguished service to the Reserve Components at Fort Leonard Wood, MO. to BG Robert H. Forman, Acting Post Commander, upon his reassignment as Deputy Commandant of the Command and General Staff College at Fort Leavenworth, KA. Photo by SP5 Eleanor L. Morris, HQS First BDE, 98th Div.

THE QUANTUM LEAP ARTEP '79

Team Training

In The 98th

Division

By Laurence Feasel

The upstate New York based 98th Division units successfully completed an innovative training operation that will have an ongoing impact on unit and troop readiness. The operation was called ARTEP - 79. Participants agreed it was a demanding and rewarding real mission.

Concept Development

The ARTEP 79 concept was developed as a result of training challenges dictated by the constant refinements to the division's mission since 1977. The major challenge was due to the reorganization of what had been Basic Combat Training Brigades emphasizing infantry skills into Engineer One Station Unit Training (OSUT) and OSUT/CST brigades. Also the division's Advanced Individual Training Brigade which was engineer oriented, assumed broader OSUT Engineer responsibilities. Thus, the retraining of Drill Sergeants and other instructor personnel became a priority item.

Training Needs Identified

The Drill Sergeant training need was paralleled by a training requirement within the division's 1209th United States Army Garrison. As a result of First Army's Program to Improve Reserve Components, the Garrison assumed command and control of two combat engineer battalions among other units. These two units (the 464th and 479th) needed mission related training which could be directly evaluated. These two training needs framed the solution. In the words of COL Dominick Passalacqua, Commander of the 1209th and the division's Staff Training Assistant, "ARTEP 79 was designed as an informal external squad level training test for the two engineer battalions to be administered by one of the division's training battalions." Thereby, the engineer battalions would perform evaluated skills, and the Drill Sergeants would work with the full spectrum of Combat Engineering.

Training Battalion Selection

Selection of the training battalion was the next step in the process. The Third Brigade, formerly an AIT Engineer training unit was reorganized as an OSUT Engineer command. Traditionally at full strength and fully qualified Engineer trainers, these four battalions in the state's central southern tier. These battalions were within traveling distance of some of the combat engineer companies. The brigade normally augment the Engineer Training Center at Fort Leonard Wood, Missouri. Fortunately, the trainee load this year at Ft. Wood allowed one battalion (the 2nd of the 392 headquartered in Horseheads, NY) to be released in support of ARTEP 79.

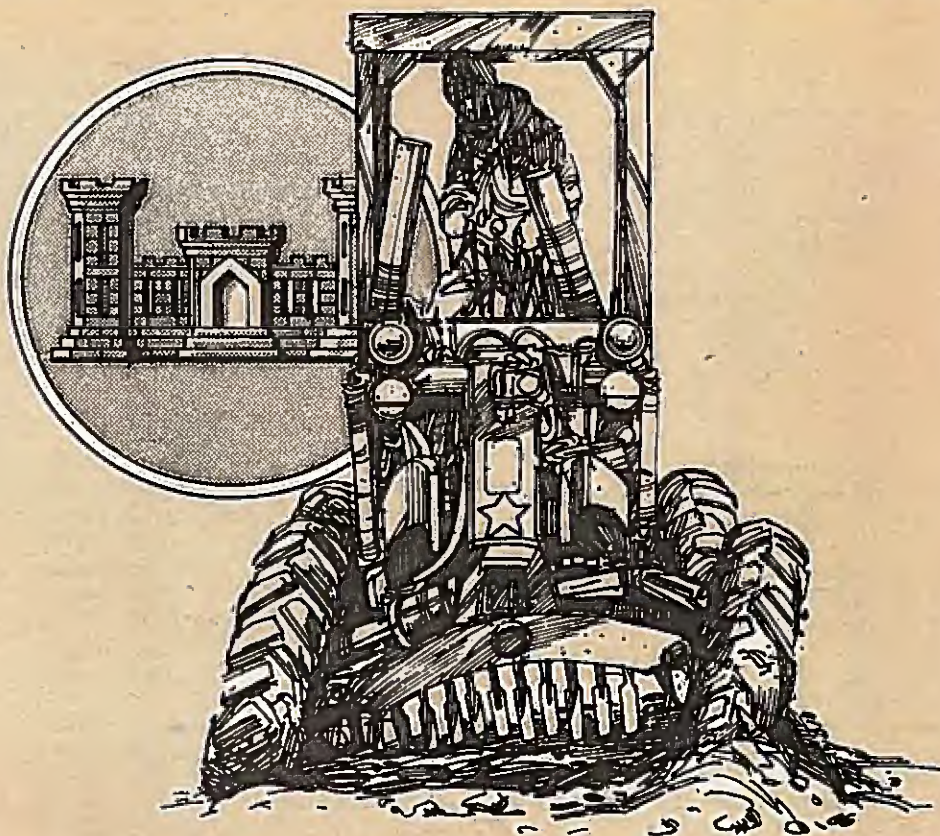
The QUANTUM LEAP In Action

In June, the 1209th USAG, 464th and 479th Engineer Battalions and the 2/392 made ARTEP 79 happen at Fort Drum, NY. The planners best hopes were realized. All elements of the chain

of command were involved. Battalion staffs prepared operation plans, issued warning orders, collected and forwarded reports and developed plans for medical support among other activities. Companies established tactical bivouacs, conducted mounted tactical movements and organized reconnaissance patrols. Squads breached obstacles with explosives, constructed booby-traps, installed mine fields, and disabled bridges in addition to other combat engineer skills. All this was observed and evaluated by 2/392 personnel.

A Successful Venture

The success of this cooperative training venture was attested to by the 98th's commander, BG Charles D. Barrett. "We have successfully introduced a new approach to meaningful Annual Training and mutual support. Inactive Duty Training in the 98th. We have created a solid base from which continuous meaningful training can be conducted and expanded among our training battalions and combat engineer battalions. Clearly, the success of ARTEP 79 went far beyond my expectations and those of my commanders. The 98th Division will further develop this training venture during AT 80 by teaming with other battalions."



479th squad leader ties last barbed wire obstacle in place.



Engineers enplant mines as part of the exercise.

Faces And Facets Of The Commander's Conference

By Bruce A. Tyo

The 98th Division Fall Commander's Conference was held at the Syracuse Marriott Inn on the weekend of 15th-16th September. The Fall Commander's Conference provides a forum during which all the major subordinate commanders, their Command Sergeants Major and their various staffs can assemble with the Division Commander and the General Staff to plan programs for the coming year and seek resolution to common problems.

The morning session on Saturday was called to order by Col. Richard Wood, Chief of Staff for the 98th Division and was highlighted by the keynote address of Brig. Gen. Charles D. Barrett, Division Commander. Gen. Barrett addressed many subjects during his remarks, including a call for the return to Sergeant's business (the involvement of the NCO's of the division in all aspects of training, that weight control will work for the 98th Division, the goal of higher levels of maintenance of the division's equipment and finally that the new Officer Evaluation System must be an area of attention for all commanders in the division.

The opening session was also marked by the commissioning of two new officers, a promotion and the presentation of the Drill Sergeant of the Year Award. 2nd Lt. Michael DeGroat of Co. D, 3rd Battalion, 392nd Regiment, 3rd Brigade and 2nd Lt. Edward

O'Dell of Tactics Committee, 3rd Brigade, Binghamton, New York, were presented their 2nd Lieutenant bars by General Barrett. Lt. DeGroat also received the Drill Sergeant Award just prior to his commissioning. Capt. Philip Weising of HHC, 98th Division, was promoted to Major at the same ceremony. The general session was capped by briefings by Lt. Col. Don Kramer, Division G-1, on the new OER system and by Col. Jack Folta on the resources of Readiness Group Seneca available to division units.

After lunch, the conference attendees split into groups for commanders' meetings. Command Sergeants Major meetings, and briefings by the General Staff for the various staff sections.

Saturday evening was highlighted by a dinner dance. Major General (retired) Harry S. Parmelee was a featured speaker after the meal of Prime Rib. Col. Dominick Passalacqua was presented the Meritorious Service Medal and Major David Pupo received the Army Commendation Medal in a ceremony culminating the evening.

On Sunday morning, the conferees returned to their section meetings to complete their discussions and set their goals for the coming year.

The conference adjourned after a buffet luncheon for the conferees and their spouses on Sunday afternoon.



NEW TECHNICIANS ASSIGNED

A hearty welcome is extended to eleven new full time Army Reserve technicians (ART's) assigned to the 98th Division. The ART's are assigned to serve units in positions indicated below:

NAME	POSITION	UNIT OF ASSIGNMENT
COVOTTA, William	Admin. Sup. Tech.	1159th USAR School
MILITANA, Sarah A.	Admin. Sup. Tech.	1157th USAR School
CLARK, Douglas E.	Admin. Sup. Tech.	2/389/1st Bde
FOX, Shirley F.	Admin. Sup. Tech.	HQ 3/391/3d Bde
IVES, James C.	Staff Admin. Spec.	332 ORD Bn
MILLER, Charles T.	Admin. Sup. Tech.	HQ Command, 98 Div.
CUNNINGHAM, Bob L.	Equip. Spec.	HHC, 98 Div.
ASH, Robert E. Jr.	Admin. Sup. Tech.	309 ORD Co.
GLINSKY, James S.	Staff Admin. Asst.	98 Sig. Bn.
WILLIAMS, Harvey J.	Engr. Tech.	HHC, 98 Div.
BASHAW, Oril R.	Admin. Sup. Tech.	309 ORD Co.



Major David A. Pupo

Pupo Awarded Army Commendation Medal

Major David A. Pupo, Deputy G-4 of HHC, 98th Division (tng) was awarded The Army Commendation Medal for the period 1 July 1978 through 14 September 1979. Major Pupo's performance during Annual Training 1979 was particularly noteworthy. He made memorable contributions to the Logistics Section of the Mobilization Implementation Plan, accomplished exceptional coordination between the 98th Division Staff and the DIO and DFAE, while giving full attention to his duties as Deputy G-4. Major Pupo is a Research Chemist at Eastman Kodak Company. He resides in Chile with his wife, Mary Ann and their two children.

PROFILE

Basic Training — Soviet Style

By Bruce A. Tyo

Editor's Note: This is the first of a series of articles concerning the military training organization and equipment of the Warsaw Pact Nations.

The training program for the individual soldier of the Soviet Ground Forces is a highly centralized and standardized system for producing a uniformly trained corps of Officers, NCO's, and Soldiers. The training program for a Soviet unit located in Germany is the same as a unit located in one of the Homeland Military Districts, but with increased emphasis upon the particular climatic conditions under which that unit might be committed to battle. The instruction of the soldier is conducted by the Regiment to which the draftee is assigned — not a centralized training facility. He or she is trained in the particular military skill group of assignment; be it infantry, armor, engineer, etc., by the same officers and NCO's who will lead them through the training. The training period is spread over the entire first year of the draftee's service and is split into two periods — Winter and Summer. This is partially

"... the one who succeeds is the one who has the greatest technology, organization, discipline and the best machines ..."

V.I. Lenin

motivated by the fact that the draft calls are held in the October-November and April-May time frames. Each half-year training period must cover the same training categories and subjects as the preceding one to insure uniform training of the individual soldier, but this provides little flexibility in changing training doctrine which is usually motivated by the introduction of a new piece of equipment rather than the adoption of new tactics. After the short four week basic training period conducted by his own platoon leader and NCO's, the soldier is integrated in his unit and receives instructions in the basic skills of the particular MOS of assignment. After the squads or crews have trained

together for a period they are then incorporated into company and battalion level instruction and training exercises. The final step in training is participation of the full battalion with its newly trained soldiers in regimental level exercises. The Soviet Soldier's training week is six days long with Saturday usually being used for garrison maintenance, motor stables, and weapons care. Each day of instruction is divided into six hours of military instruction, three hours of political instruction and/or maintenance of individual equipment, and a deliberate shortage of free time for the soldier. Political indoctrination of the soldier is as important as his training with his individual weapon and

includes instruction from the Political Commission assigned to his unit, visits to historic military sites, and lectures concerning the history of his unit. The teaching of unit history and traditions is important for the senior commanders remember well, the poor esprit de corps of the rankless nameless soviet regiments of the early dark days of the "Great Patriotic War" or World War II. The Soviet system of integrated training provides for a highly centralized, solidly standardized, and motivated period of instruction for the Soviet soldier. It allows the individual soldier little free time and emphasizes training as part of a combat team.

THE TIME MACHINE — PART IV
The Civil Affairs Company

By Laurence Feasel, Division Historian

This fourth installment of Time Machine focuses on the Division's four civil affairs companies - the 401st, Rochester (Webster), the 402nd, Buffalo (Tonawanda), 403rd, Syracuse (Liverpool), and the 414th, (Utica). Civil Affairs units are unique to the Army Reserve and perform a challenging and supportive role to both military organizations and the civilian community of a war-torn nation.

The Need
Envision a foreign battlefield hours after the combatants have moved forward. As the civilian populace returns, they are faced with immense physical destruction and disruption of services and their way of life. Buildings are in various stages of collapse, vital public utilities (water, gas and electric) and facilities (health care, sanitation and transportation) are either temporarily unavailable or have suffered damage. Food supplies and fire and police protection are minimal or non-existent, and refugees are pouring in from the new area of conflict. All these challenges are developing as military resupply convoys, reinforcements, and deploying support units are moving forward through the area. Who attempts to bring order to this chaotic scene and to restore services? Overburdened (or non-existent) civilian authorities? Prior to World War II these burdens fell solely on the military commander. This individual was expected to make the decisions necessary to insure victory and to

respond to all problems within his zone of responsibility. With the Second World War, however, the Army recognized the need for specially trained individuals who could assist the commander in responding to civilian needs. Evolution of Civil Affairs
In 1948, this special mission was assigned to the United States Army Reserve. As a result of General Order 278 issued by First U.S. Army, the 401st, 402nd and 403rd were activated on 1 Dec. 68. Initially, they were called Military Government Companies, a title which stressed their operational duties in the absence of civilian authority. As the functions were refined and emphasis added on advisory and co-operational roles, the units were redesignated Military Government & Civil Affairs Companies in 1956, and finally Civil Affairs Companies in 1959. The 401st was initially organized in New York City, and then moved to its Rochester-area assignment in 1950. The 402nd and 403rd have always been located in Buffalo and Syracuse respectively. The 414th, located in Utica, was activated in 1949. Each company is commanded by a Lt. Col. and has an authorized strength of 50 officers, 1 warrant officer, and 74 enlisted personnel. Mission
The mission of the Civil Affairs Company is to assist the major theater or area commander in the discharge of his responsibilities to the civilian



population, government, and economy. Although specific functions depend on the type and size of the command and community served, Civil Affairs Companies generally provide assistance to or operational management of public health, sanitation, civil defense, public communications, law, public safety, food and agriculture, welfare, education, public works and utilities, transportation, public finance, labor, arts, monuments, and archive services. These capabilities are tailored to specific needs through functional teams. These teams are cellular in size and capabilities. Each is made up of technically qualified personnel. Readiness Training
A wide range of training methods are employed to keep these teams at a state of high proficiency. One method used is during Inactive Duty Training joint training seminars and work projects are conducted with local governmental and civilian agencies. Also, community projects with human service agencies have been utilized. An excellent example of this kind of training was an assistance program conducted by the 401st with the Wayne County Rural Comprehensive Health Program in 1971. Under this project, unit members conducted cultural, recreational, and educational outings for migrant children ages five to twelve. Civil Affairs personnel performed the mission training involved in identifying, developing, and coordinating programs of which the children were the direct beneficiaries. Weekend com-

mand post exercises have been another effective training method. The CPXs serve as mobilization tests stressing tactical defense skills and civil affairs mission assignments. During Annual Training, once every three years the companies normally participate with similar units in extended Civil Affairs ARTEP training, which includes a four or five day field exercise. Strong Block II, Operation Camex, and Logex emphasized mission assignments with a fluid, tactical environment in designated or hypothetical nations. The functional teams completed missions while exposed to guerrilla attacks, ambushes, and infiltration attempts. During the other two out of every three ATs, the units participate in a variety of training, such as attending the Civil Affairs School at Fort Bragg; foreign area studies at the Foreign Service Institute in Washington; university training; community service projects; and other types of missions. The results of this training are reflected in the Superior Unit Citations and the Letters of Commendations which the companies have received for their readiness, training, and mission performance. In addition, the 401st received the Bell for Adano Trophy in 1972 recognizing its selection as the outstanding Civil Affairs unit in the eastern United States. A Postscript
The 401st, 402nd, 403rd and 414th today wear the unit crest of the Division's 359th Signal Group which serves as their reporting headquarters. Portrayed above is the distinctive insignia of the Civil Affairs Branch. This device graphically symbolizes the Civil Affairs role of the Army Reserve.

The following reserve pay table was computed by the ORR. It is a valuable tool to the commander, retention and recruiting personnel, and is of personal interest to every reservist.

Junior Enlisted		E-1		E-2		Under 2		E-3	
Hourly Rate	Per Month	Hourly Rate	Per Month	Hourly Rate	Per Month	Hourly Rate	Per Month	Hourly Rate	Per Month
At (15 Days)	224.55	250.95	250.95	250.95	250.95	250.95	250.95	250.95	250.95

Mid-Range Non-Commissioned Officers		E-4		E-5		E-6		E-7		E-8		E-9	
Hourly Rate	Per Month	Hourly Rate	Per Month	Hourly Rate	Per Month	Hourly Rate	Per Month	Hourly Rate	Per Month	Hourly Rate	Per Month	Hourly Rate	Per Month
At (15 Days)	270.00	301.95	325.50	338.55	358.55	370.95	385.95	400.05	407.55	434.05	463.45	484.45	500.00

Senior Non-Commissioned Officers		E-7		E-8		E-9	
Hourly Rate	Per Month	Hourly Rate	Per Month	Hourly Rate	Per Month	Hourly Rate	Per Month
At (15 Days)	429.45	444.00	457.95	480.95	487.50	508.55	523.95

Warrant Officers		W-1		W-2		W-3		W-4	
Hourly Rate	Per Month	Hourly Rate	Per Month	Hourly Rate	Per Month	Hourly Rate	Per Month	Hourly Rate	Per Month
At (15 Days)	380.45	423.45	459.00	479.55	496.95	520.50	541.95	562.50	583.50

Commissioned Officers - Company Grade (No Enlisted Service)		O-1		O-2		O-3	
Hourly Rate	Per Month	Hourly Rate	Per Month	Hourly Rate	Per Month	Hourly Rate	Per Month
At (15 Days)	413.55	430.50	520.50	520.50	625.50	648.50	660.00

Commissioned Officers With More Than 4 Yrs. Active Service As Enlisted		O-1		O-2		O-3	
Hourly Rate	Per Month	Hourly Rate	Per Month	Hourly Rate	Per Month	Hourly Rate	Per Month
At (15 Days)	520.50	565.90	578.45	597.45	618.45	648.50	715.95

Commissioned Officers - Field Grade		O-4		O-5		O-6	
Hourly Rate	Per Month	Hourly Rate	Per Month	Hourly Rate	Per Month	Hourly Rate	Per Month
At (15 Days)	812.55	868.05	916.95	958.95	1000.50	1028.55	1078.00

General Officers		O-7		O-8		O-9	
Hourly Rate	Per Month	Hourly Rate	Per Month	Hourly Rate	Per Month	Hourly Rate	Per Month
At (15 Days)	1905.45	1715.55	1750.95	1867.00	1967.00	2058.88	226.12

PAY INCREASE ANNOUNCED

October pay was increased by seven percent for military personnel and federal civilian employees.

A proposal to increase the pay by seven - instead of 5.5 percent included in the Fiscal Year 1980 budget - was approved by Congress two weeks ago. The increase went into effect automatically, October 1.

According to White House officials, the proposal will provide larger increases for civilian employees earning less than \$8,900 per year because they have been the hardest hit by cost of living increases.

The military raise would not be reallocated this year but would apply equally to base pay, and quarters and subsistence allowances.

In proposing the seven percent increase, White House officials said the President realizes employees are now faced with a higher cost of living than when he submitted his 1980 budget.

In announcing the proposed seven percent military and civilian pay raise, President Carter noted that "inflation continues to be the single greatest threat to our economy." He added that it is the national problem of "foremost concern".

What does seven percent mean in dollars? The following are typical examples for full time personnel:

- Base pay of an E-4 over three would increase about \$39.50 a month
- Base pay of an E-7 over 12 would increase about \$83.77 a month
- Base pay of an O-3 over four would increase about \$94.56 a month
- Base pay of an O-5 over 18 would increase about \$150.90 a month
- Annual salary of a GS5 step three would increase about \$1,393.35

In addition, quarters and subsistence allowances for military personnel will increase seven percent.

SOLVING PAY PROBLEMS

So you haven't received your pay or allotment check in the last two months and now you're all set to see the Inspector General and write your congressman.

You could solve your pay problems a lot quicker by following your company's chain of command and contacting your local installation finance and accounting office instead. There are few problems which cannot be solved through proper channels, but for those which warrant additional attention the U.S. Army Finance and Accounting Center (USAFAC) can aid those reservists who have exhausted all other routes.

Reservists should first contact the unit administrative technician or Unit commander. Aid from the Inspector General or USAFAC should only be enlisted when the unit cannot solve your problem.

However separated or retired soldiers can contact USAFAC direct to resolve their problems. Requests for assistance must include all necessary identification information such as name, social security number, address, and telephone number.

All requests should be addressed to: COMMANDER, US Army Finance and Accounting Center, Indianapolis, Indiana, 46249.





Chaplain's Corner

By Edwin A. Roloson
Chaplain, USAR
Division Chaplain

"DO SOMETHING," were the words of my first commanding officer during an orientation to new 2nd Lieutenants, "I don't care what you do, but do something. I think I'm a big enough man to help you out of any mistakes you might make, but I can't help you if you do nothing." This gave me great courage to make decisions and carry out duties which were burdensome. He proved to be a strong and supportive commander.

I've often thought how much this parallels our relationship with God in our daily living. Its as though God is saying, "Son - Daughter, do something, I don't care how insignificant it may seem, I'm big enough to make it a success." Paul the Apostle recognized this when he said, "I can do all things through Christ who strengthens me." or as Jesus said, "If you can but believe you shall see the glory of God."

Too often we're immobilized in a time of stress or need and fail to experience the help God wants to give. We're overwhelmed by our limitations of time, place and events and do nothing. An exercise of faith is to look beyond our material limitations and catch a vision of what might happen if we were to work together with God. As someone has said, "Our little plus God equals much."

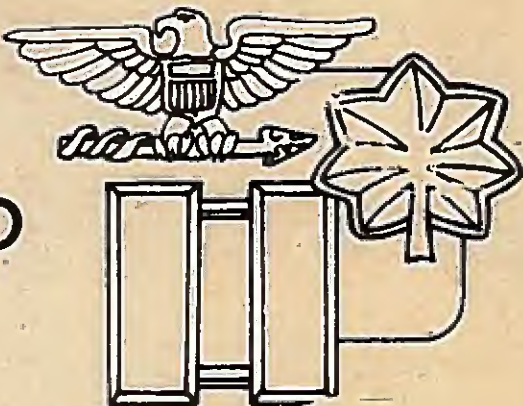
Lazarus, brother of Mary and Martha and friend of Jesus, had died. It appears Jesus may have deliberately delayed in coming upon receiving word of his illness until it was too late. Has this been your experience? Lazarus' sisters responded upon Jesus' arrival, "Lord if you had been here Lazarus would not have died." Man's solution to the problem was to keep Lazarus alive. Jesus simply responded, "Your brother shall rise again."

I think we would have felt along with Mary and Martha that Jesus was talking about a different problem. Their problem was that Lazarus was sick and had then died. The situation was hopeless. However Jesus had God's view of Lazarus' death which provided another solution, "If you can but believe and obey, he shall rise."

"DO SOMETHING" — Yes that is what He is asking them to do. "Roll away the stone!" With our limited vision and preoccupation with man's view of life we respond, "Lord by this time he stinketh!". It is not mortal that His command that Lazarus come forth be fulfilled.

The lesson is like my first commander's, our Lord expects us to do something, to the best of our abilities, to bring His peace and love into our world. When we've rolled back our stone, be it by saying I'm sorry, doing a good deed, or putting others first, God will bring on the healing.

ATTENTION TO ORDERS.....



PROMOTIONS

NAME	TO	EFFECTIVE	UNIT OF ASSIGNMENT
FABI, MARIO	COL	14 Sep 79	Hqs, 98th Division (Tng)
LEWIS, ALAN	Lt/COL	30 June 79	1157th USAR School
BEUTEL, RICHARD J.	MAJ	30 Apr 79	HHC, 98th Division (Tng)
COFFEY, EDMUND B.	MAJ	10 Jul 79	402d CA Co
MARSHALL, DONALD M.	MAJ	1 Aug 79	HHC, 3d Bde, (ENGR OSUT)
STASZAK, DAVID J.	MAJ	9 Aug 79	98 Regt, 4th Bde (CST)
RAUBER, BRIAN J.	MAJ	3 Jun 79	Hqs. 3d Bn, 392d Regt, 3d Bde (Engr)
TALANE ROBERT M.	MAJ	7 Jun 79	1151st USAR School
TOWERS, WILLIAM W.	MAJ	12 Sep 79	Hqs. 1 Bn, 389th Regt 1 Bde (Engr)
WIRSING, PHILLIP B.	MAJ	9 Aug 79	HHC, 98th Division (Tng)
DE CUYPER, CONRAD J.	CAPT	12 Jul 79	1018th Sup/Svc Co
FISCHER, JOHN H.	CAPT	26 Jul 79	401st CA Co
LITTLEFIELD, BRUCE G.	CAPT	5 Jun 79	401st CA Co
LYNCH, GREGORY J.	CAPT	5 Jun 79	1209th USAG
SCHUM, DANIEL G.	CAPT	10 Aug 79	332d Ord Bn (Ammo)
McGOWAN, JOHN G.	CAPT	5 Jun 79	Hqs. Training Command
SMITH, DANA M.	CAPT	16 Jul 79	Co A, 1st Bn, 389th Regt, 1st Bde
BAKER, JOHN T.	1st LT	19 Aug 79	98th Sig Bn
FORSAY, PAUL C.	1st LT	19 Aug 79	Co D, 464th Engr Bn (C) (C)
FOSDICK, GLENN A.	1st LT	5 Apr	Co C, 2d Bn, 390th Regt 2d Bde (Engr)
JOHNSON, RICHARD A.	1st LT	19 Aug 79	HHC, 1st Bde (ENGR OSUT)
JOSEPH, RANDIE J.	1st LT	21 Aug 79	Co B, 1st Bn, 98th Regt 4th Bde (CST)
MARTIN, DIANA L.	1st LT	19 Aug 79	1209th USAG
MYERS, ROBERT L II	1st LT	19 Aug 79	HHD, 359th Sig Gp
PICCINI, PHILIP G.	1st LT	19 Aug 79	HHC, Headquarters Command
TRUMBULL, DAVID B.	1st LT	19 Aug 79	HHC, 98th Division (Tng)
PHILLIPS, GENE A.	CW2	13 Aug 79	HHC, 4th BDE (CST)

AWARDS ANNOUNCEMENTS:

Meritorious Service Medal

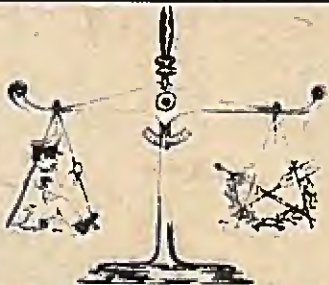
NAME	GRADE	UNIT OF ASSIGNMENT
FABI, MARIO	COL	HHC, 98th Division (Tng)
PASSALACQUA, DOMINICK F. Jr.	COL	1209th US Army Garrison
ROBERTS, ROBERT C.	CSM	HHC, 3rd Brigade
SCOTT, ROBERT T.	Lt COL	HHC, 98th Division
TAILLIE, MAURICE P.	CSM	Hqs. 2nd Bn, 391st Regt, 2d Bde (Engr OSUT)

Army Commendation Medal:

BUWAJ, STANLEY C.	CW4	1151st USAR School
NOEKER, DANIEL A.	SSGT	Hqs. 2nd Bn, 391st Regt, 2d Bde (Engr)
PUPO, DAVID A.	MAJ	HHC, 98th Div. (Tng)
WELCH, LEWIS P.	Lt COL	1157th USAR School

Army Commendation Medal (1st OLC)

WILLIAMS, HARVEY J.	MAJ	HHC, 98th Division
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TIPS FROM THE SJA

While Army Regulations and Policies greatly restrict the type of legal assistance the reserve can give to reservists who are not on active duty, substantial assistance can be obtained by reservists on a variety of military related legal problems.

Some of the more common areas of assistance are:

1. Advice on employment and re-employment problems connected with annual training (summer camp) and initial periods of active duty for train-

ing. The most common problem in this area is the member not giving required advance notice to the employer.

2. Counsel to members who are under board actions for elimination.
3. Advice on Privacy Act and Freedom of Information Act problems.
4. Advice on choices under the Survivor Benefit Plan for reservists with 20 year certification.
5. Advice on possible conflict of interest situations between reservists' private employment and their reserve positions.

The full range of legal assistance benefits are available to augmentees and to reservists on active duty. These benefits include wills, powers of attorney, advice on contracts, domestic relations problems, leases, income tax and many other matters.

If you have a legal problem or question, you are encouraged to discuss it confidentially with one of the officers in the S.J.A. section.

**RE-UP
WITH A BONUS.**
Now, re-up time in Today's Army Reserve can also be bonus time. And many Army Reserve units can offer it to you. If you qualify, you can pick the bonus option you want. \$1000 for a 6-year reenlistment. Or \$500 for a 3-year reenlistment. The choice is yours. And one of these cash bonuses can be yours.

**STAY IN TODAY'S
ARMY RESERVE.**